

EDUCATION LABOUR RELATIONS COUNCIL
Established in terms of the LRA of 1995 as amended



**DRAFT COLLECTIVE AGREEMENT
NUMBER X OF XXXX**

(DATE)

SALARY STRUCTURE FOR EDUCATORS

**EDUCATION LABOUR RELATIONS COUNCIL
COLLECTIVE AGREEMENT NO. xx OF 2015
SALARY STRUCTURE FOR EDUCATORS**

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to provide a standardised framework for a salary structure for educators.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

2.1 The employer, and

2.2 All the employees of the employer as defined in the Employment of Educators Act, 1998 (as amended) whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

3.1 PSCBC Collective Agreement No 1 of 2007 which dealt with the revised Occupation Specific Salary Structure

3.2 PSCBC Collective Agreement No 4 of 2007 which dealt with the finalisation of a Salary Structure for all School Based Educators in The ELRC

3.3 ELRC Collective Agreement No 1 of 2008 which dealt with the framework for the establishment of an Occupation Specific Dispensation (OSD) for educators in public education;

3.4 ELRC Collective Agreement no 4 of 2009 which dealt with the finalisation of matters linked to OSD in Public Education

3.5 The Report of the Centre for Education Policy Development (CEPD) on the Revised Salary Structure 2 June 2011 as adopted by the ELRC

3.6 PSCBC Collective Agreement 1 of 2012 on Salary Adjustments and Improvements on Conditions of Service

3.7 We further note the following:-

a) New entrants at post level 4 viz

- b) Old teachers at post level 2 and 3 w.r.t salaries
- c) Top ups received by certain educators for similar services rendered in education. (Ex model C schools)
- d) Vacuum created with the discarding of senior and master teachers
- e) Minimal promotional opportunities for educators resulting in no upward mobility for educators
- f) Compounded by a long salary structure of 221 notches of 1% in between i.r.t 1,5% for the rest of the public service
- g) Link between PPN and promotion posts
- h) That the Police Services has a unique salary structure consisting of 15 notches with 4% difference for the various post levels

4. THE PARTIES TO COUNCIL BELIEVE AS FOLLOWS:

- 4.1 To develop a salary structure that is appropriate for education as occupation
- 4.2 To assess how teacher salaries impact on their salary movement
- 4.3 To analyze the evolution of salary system of teachers
- 4.4 To ensure equality in the salary structure of public servants
- 4.5 To assist to attract and retain skilled educators
- 4.6 To widen the scope of career pathing for educators
- 4.7 To develop streams in career pathing for educators i.e classroom-based, management and office-based

5 THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

- 5.1 We move for a salary structure of 10 to 16 notches with the difference of 5% in between the notches for Post Level 1 and an entry level of R180 000 for the new appointee with a minimum requirement of REQV 13.
- 5.2 That the notch difference decrease with 1% between post levels with upward mobility i.e 4% difference between notches for post level 2, 3% for post level 3, and 2% for the rest.
- 5.3 Educators should be afforded the opportunity to have promotional possibilities to strive for

- 5.4 The proposed career pathing as contained in the CEPD recommendations in terms of STLS and TLS should be implemented with the retention of senior teachers and master teachers
- 5.5 Delink the process of appointment of STLS and TLS from post establishment
- 5.6 That TLS and STLS be earmarked for teachers deemed to be specialists in their field of expertise
- 5.7 That senior and master teacher is attained through competency and years of experience.
- 5.8 That senior and master teacher be a priority to become a TLS or STLS
- 5.9 That the ELRC should commission a study that addresses the value of teachers.
- 5.10 That educators be acknowledged for the improvement of their qualifications (1 notch*)
- 5.11 That educators show upward mobility through pay progression
- 5.12 That assessment takes place within a two year cycle.
- 5.13 That QMS and CPTD be linked in this process
- 5.14 That all Posts in Management be graded accordingly i.e Management (school based) and Specialist (office based)

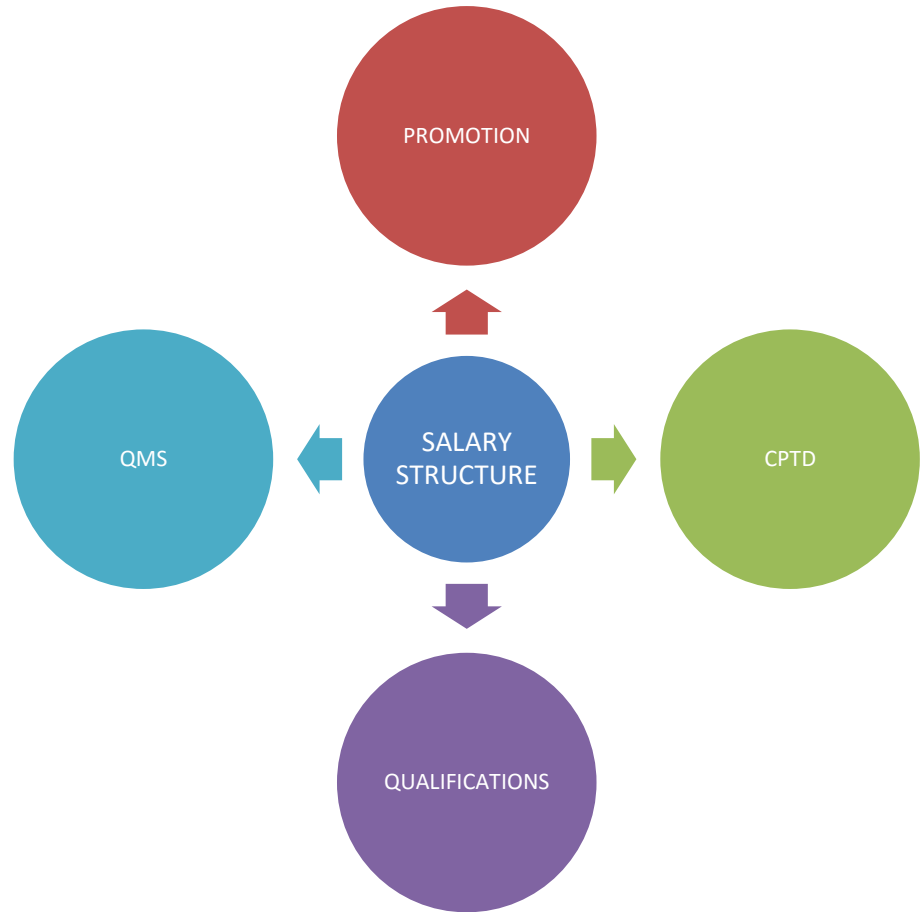
CAREER PATH FOR PL 1

SALARY NOTCH	POST DESCRIPTION	COMMENTS
4.	SENIOR TEACHING LEARNING SPECIALIST	TWO YEARS TLS AS A REQUIREMENT PLUS APPROPRIATE QUALIFICATION AND EXPERIENCE.
3.	TEACHER LEARNING SPECIALIST	MASTER TEACHER A REQUIREMENT PLUS APPROPRIATE QUALIFICATION AND EXPERIENCE
2.	MASTER TEACHER	TEN CONTINUOUS YEARS OF EXPERIENCE PLUS COMPETENCY IN THE CLASSROOM
1.	SENIOR TEACHER	SEVEN CONTINUOUS YEARS OF EXPERIENCE PLUS COMPETENCY IN THE CLASSROOM

Career Pathing

			Principal P5
STLS	Department Head D3	Deputy Principal DP3	Principal P4
TLS	Department Head D2	Deputy Principal DP2	Principal P3
Master Teacher	Department Head D1	Deputy Principal DP1	Principal P2
Senior Teacher			Principal P1

SALARY STRUCTURE



Scenario 1.

Proposed Salary Structure for CS
Educators - Post Level 1 to 4
(5% difference between notches)

PL 1	PL 2	PL 3	PL 4
180000			
189000			
198450			
208373			
218791			
229731			
241217			
253278	253278		
265942	265942		
279239	279239		
293201	293201		
307861	307861	307861	
323254	323254	323254	
339417	339417	339417	
356388	356388	356388	
374207	374207	374207	374201
392917	392917	392917	392911
412563	412563	412563	412557
433191	433191	433191	433184
	454851	454851	454844
	477593	477593	477586
	501473	501473	501465
	526547	526547	526538
	552874	552874	552865
	580518	580518	580509
	609544	609544	609534
	640021	640021	640011
	672022	672022	672011
	705623	705623	705612
	740904	740904	740892
	777949	777949	777937
	816847	816847	816834
	857689	857689	857676
	900574	900574	900559
	945602	945602	945587
			992867
			1042510
			1094635
			1149367

Scenario 2

PROPOSED SALARY STRUCTURE FOR EDUCATORS

Notch	PL 1							
1	180000	REQV13						
2	189000							
3	198450							
4	208373							
5	218791	Senior T						
6	229731		PL 2					
7	241217							
8	253278	Master T	253278	DH 1				
9	265942		263409					
10	279239		273945					
11	293201		284903		PL 3			
12	307861	TLS	296299					
13	323254		308151	DH 2	308151	DP 1		
14	339417		320477		317396			
15	356388		333297		326917			
16	374207	STLS	346628		336725			
17	392917		360494		346827			
18	412563		374913	DH 3	357231		Principal	
19	433191		389910		367948			
20	454851		405506		378987	PL 1	Office Based	
21	477594		421726		390356	DP 2		
22	501473		438596		402067			394298
23	526547		456139		414129			402184
24	552874		474385		426553	PL 2		410228
25	580518		493360		439350			418432
26	609544		513095		452530	DP 3		426801
27	640021		533619		466106		PL 3	435337
28	672022		554963		480089			444044
29	705623		577162		494492			452924
30	740904		600248		509327	PL 4		461983
31			624258		524606			471223
32					540345			480647
33					556555	PL 5		490260
34					573252			500065
35					590449			510067

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609577
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634204

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530673
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574418
585906
597624
609577
621768
634204
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743071
757932

6 IMPLEMENTATION DATE

6.1 This agreement shall come into effect on the date of signing by parties to council

7 DISPUTE RESOLUTION

Any dispute about the interpretation or application of this collective agreement shall be resolved in terms of the dispute resolution procedure of the ELRC.

8 SIGNING OF THIS AGREEMENT

THUS DONE AND SIGNED AT CENTURION THIS THE _____ DAY OF
_____ 2015

ON BEHALF OF THE STATE AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE	DATE
BASIC EDUCATION			

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE	DATE
SADTU			
CTU "ATU"			